

ORDINANCE NO. 2014-25

Amend the Personnel Ordinance promoting Deputies and Detectives to Sergeants at the Sheriff's Department

Executive Summary

Historically, sergeants at the Sheriff's Department have been promoted from a deputy or detective position. The current language in the County Personnel Ordinance states that following a promotion, an employee will be placed in the corresponding pay grade and step that provides a minimum of a 5% increase. Over time, the following inequities have occurred:

First, during the last 15 years, promotions have been implemented differently. Before 2003 and between 2004 and 2011, employees receiving a promotion would be placed into the appropriate pay grade and step that provided a pay increase, but not the minimum 5 percent. This increase could be as little as \$.01/hour. Between 2003 and 2004, and beginning in early in 2012, employees received the minimum of a 5% increase.

Second, because the rate of pay for a deputy and a detective is significantly different, there is internal inequity when a newly promoted detective starts out making more than an experienced sergeant (who was promoted from a deputy position).

Therefore, the Human Resources Committee recommends the following changes to address the current internal pay inequity issue when a deputy or detective is promoted to a Sergeant position and to prevent this from recurring in the future.

THE COUNTY BOARD OF SUPERVISORS OF JEFFERSON COUNTY DOES HEREBY ORDAIN AS FOLLOWS:

Section 1. Section HR0120, Differences for Sworn, Non-Represented Law Enforcement Employees shall be amended to create Section C as follows:

**HR0120 DIFFERENCES FOR SWORN, NON-REPRESENTED LAW
ENFORCEMENT EMPLOYEES.**

- A. All sworn, non-represented law enforcement employees will be subject to the policies in the Personnel Ordinance, except as it relates to employee contribution to WRS, health insurance premium contributions in the State Health plan, and accruals for vacation, sick, holiday, shift differentials and hazardous pay, to which the current LAW contract language shall apply. In addition, longevity pay and sick leave payout shall be converted into a Health Insurance benefit for retirees and shall be paid by the County to the Administrator of the Health Insurance Benefit Trust, with longevity being paid on the first business day after December 1st of each year and the sick leave payout being paid on the first pay period following the employees retirement date. Sergeants shall be granted compensatory time and receive uniform allowance as set forth in the current LAW union contract. [am. ord. 2006-35, 2/14/06; am. ord. 2008-24, 11/10/08; am. ord. 2008-33, 01/13/09; 3/13/12, ord. 2011-31]

- B. Notwithstanding any other provision of this ordinance, effective January 2, 2011, patrol sergeants shall be scheduled for 10.5 hour shifts in a 7 days on, 7 days off pattern. 6.5 hours of accrued vacation and holiday time will be used to supplement hours worked in a 14-day work cycle. [am. ord. 2010-22, 12/14/10; 3/13/12, ord. 2011-31; am. Ord. 2012-21, 12/11/12]
- C. Notwithstanding any other provision of this ordinance, in the case of the promotion to Sergeant, such employee shall receive the rate of compensation into the next higher step that provides a minimum of a 5% increase above the top step of the Detective position. In no case will a pay adjustment allow an employee's pay to exceed the established range maximum for the Sergeant position.

Section 2. This ordinance shall be effective January 1, 2015, after passage and publication as provided by law.

Adopted by the Jefferson County Board of Supervisors this 12th day of November 2014.

s/Jim Schroeder
Jim Schroeder
Chair

ATTEST:

s/Barbara A. Frank
Barbara A. Frank, County Clerk

Published this 18th day of November 2014.

Ayes: voice vote Noes_____ Abstain_____ Absent_____ Vacant_____

Requested by
Human Resources Committee

11-12-14

Terri M Palm: 08-26-14; 10-22-214
J. Blair Ward: 09-03-14

APPROVED: Administrator: BW Corp. Counsel: JBW; Finance Director: BL